

Congress of the United States
Washington, DC 20510

May 20, 2021

The Honorable Catherine Szpindor
Chief Administrative Officer
U.S. House of Representatives
632 Ford House Office Building
Washington, DC 20515

Dear Chief Administrative Officer Szpindor:

In the aftermath of the January 6 insurrection, much attention has been given to evaluating and enhancing the well-being of those who work as Congressional staff. This discussion is, we believe, long overdue, as staff for Members, leadership, and committees continue to work hard, work long hours, and give such dedicated service to this institution and to their country even as they earn relatively low pay and receive benefits that are not competitive with the private sector. For this reason, we have been working to identify methods of improving pay and benefits for House staff, and we write to ask that your office conduct a study on the current benefits available. Knowing the full scope of benefits offered to House staff will help us better understand where gaps exist and opportunities to make House employment more competitive and more diverse might be found.

In such a study, we hope you will explore the impact that extending the following additional benefits would have on employment competitiveness and staff recruitment and retention:

- Reimbursement for adoption or fertility treatment not covered by insurance;
- A first-time homebuyer assistance benefit for House employees;
- Making House staff eligible for the Public Service Loan Forgiveness (PSLF) program and providing coverage for private student loans;
- Offering a tax-advantaged college-savings benefit or “529” plan;
- Providing childcare subsidies for staffers who do not use the House daycare; &
- Allowing staff from offices that are shutting down (due to the death or resignation of a Member, a party transition, or a loss of election or an appointment) to remain on payroll for sixty days beyond their offices’ closure.

In addition, we would appreciate your specific mention of benefits currently enjoyed by many employed in the private sector or in the U.S. Senate that are not currently available to House staff.

It is our hope that such a study will help inform efforts to include expanded benefits in the Legislative Branch appropriations bill for the next fiscal year. We will continue to advocate for House staff to receive more competitive pay and benefits so that the House can recruit and retain the best and most diverse talent to serve the American people. Thank you for your consideration, and we look forward to hearing from you on this matter soon.

Sincerely,

A black ink signature of Steny H. Hoyer, written in a cursive style.

STENY H. HOYER
House Majority Leader

A black ink signature of Hakeem Jeffries, written in a cursive style.

HAKEEM JEFFRIES
Chair, House Democratic Caucus

A blue ink signature of Zoe Lofgren, written in a cursive style.

ZOE LOFGREN
Chair, Committee on House Administration